



COMDTINST 5221.1
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COMMANDANT INSTRUCTION 5221.1

Subj: AVIATION WORKFORCE RESTRUCTURING

- Ref:
- (a) COMDT COGARD Washington DC 192047Z Jun 96 (ALCOAST 060/96)
 - (b) COMDT COGARD Washington DC 221045Z Jul 97 (ALCOAST 055/97)
 - (c) COMDT COGARD Washington DC 221100Z Jul 97 (ALCOAST 056/97)
 - (d) COMDT COGARD Washington DC 111745Z Dec 97 (ALCOAST 098/97)
 - (e) COMDT COGARD Washington DC 161417Z Mar 98 (ALDIST 059/98)

1. PURPOSE. This instruction prescribes policies and guidance for implementation of the recommendations set forth by the Aviation Enlisted Workforce Structure Study. The provisions of this instruction apply to all personnel in the aviation ratings as well as other stakeholders in the aviation workforce. Primary users of this instruction are Commandant (G-OCA), (G-SEA), (G-SRF), (G-WPM), (G-WR), (G-WR-2), (G-WTT), Coast Guard Personnel Command, Aviation Technical Training Center and Coast Guard aviation units.
2. ACTION. Area and district commanders, commanders of maintenance and logistics commands, commanding officers of headquarters units, assistant commandants for directorates, Chief Counsel, and special staff offices at Headquarters shall adhere to the prescribed policies and guidance set forth in this instruction.
3. DIRECTIVES AFFECTED. Provisions in this notice supersede guidance contained in:
 - a. Personnel Manual, COMDTINST M1000.6 (series)
 - b. Uniform Regulations Manual, COMDTINST M1020.6 (series)

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- c. Recruiting Manual, COMDTINST M1100.2 (series)
 - d. Enlisted Qualification Manual, COMDTINST M1414.8 (series)
 - e. Training and Education Manual, COMDTINST M1500.10 (series)
 - f. Aeronautical Engineering Maintenance Management Manual, COMDTINST M13020.1 (series)
 - g. Coast Guard Staffing Standards Manual, COMDTINST M5312.11 (series)
 - h. Enlisted Billet Manual, COMDTINST M5320.6 (series)
4. DISCUSSION. Reference (a) announced the Commandant's approval of the Aviation Enlisted Workforce Structure Study Team's recommendations. The recommendations include:
- a. Restructuring the existing five aviation ratings to a more efficient three rating structure. The three new aviation ratings will be:
 - (1) Aviation Maintenance Technician (AMT)
 - (2) Aviation Survival Technician (AST)
 - (3) Avionics Technician (AVT)
 - b. Establish an Airman Program.
 - c. Formalize an Apprentice Technician Program.
 - d. Redesign Class "A" and "C" School curricula at ATTC.
 - e. Establish the Aircrew Program Manager Position in the Office of Aviation Management.
 - f. Institutionalize aircrew career path.
 - g. Standardize aircrew training.
 - h. Civilianize non-aviation support functions throughout the aviation structure.
5. BACKGROUND. The Aviation Workforce Structure Study was chartered in September 1995 to provide recommendations that best align the aviation enlisted workforce with the Commandant's Direction and Executive Business Plan. The study team met numerous times between October 1995 and February 1996 and carefully reviewed all data available on the aviation enlisted workforce and their world of work. The team presented their findings and recommendations to the Commandant on 31 May 1996. The recommendations were approved and resources allocated to develop an implementation plan. The Commandant approved the final implementation plan in May 1997. Reference (b) announced the Commandant's approval of the implementation plan and began the steps necessary to

Implement the new structure. This instruction finalizes all guidance necessary to restructure the aviation enlisted workforce.

6. POLICY AND PROCEDURE. The following policies prescribe instruction and guidance to implement the approved recommendations of the Aviation Workforce Structure Study.
- a. Rating Policy: On 1 January 1999, personnel serving in the ratings Aviation Machinist's Mate (AD) and Aviation Structural Mechanic (AM) will merge and become the new Aviation Maintenance Technician (AMT) rating; personnel serving as Aviation Electronics Technician (AT) will become the Avionics Technician (AVT) rating; and personnel serving as Aviation Survivalman (ASM) will be redesignated as Aviation Survival Technicians (AST). Personnel serving as Aviation Electrician's Mates (AE) will join either the AMT or AVT ratings based on their 1 September 97 rating request letter. All personnel will lateral into their new ratings at their current paygrade and retain time in rate. CGPC, G-SRF, G-SEA (Aeronautical Engineering Workforce Manager) and G-WR-2 will carefully monitor each rating's status to ensure reasonable promotion opportunities for both ratings.
 - b. Retirements: Members desiring to retain and retire under their old rating must submit a retirement request letter on or before 1 January 1999, with a retirement date of no later than 1 January 2001.
 - c. Service Wide Examination (SWE): The 1998 SWEs will be conducted under the new three rating structure as discussed in paragraph 4 of this instruction.
 - (1) AMT and AVT SWE Guidance: The May 1998, November 1998 and May 1999 SWEs (1st and 2nd and 3rd exams under new structure) for the AMT and AVT ratings will reflect only the common performance qualifications as published in Change 10 to reference (e). Completion of the new performance qualifications and the end of course test (EOCT) are waived for these exams.
 - (a) The November 1999 AMT SWE (4 th exam) will reflect all of the new performance qualifications, however, only one third of the exam will be related to the specific rating (AMT). Of that, one third of the exam (1/9th of total exam) will reflect the former AD performance qualifications, one third (1/9th of total exam) will reflect the former AM performance qualifications, and one third (1/9th of total exam) will reflect the former AE performance qualifications. The remaining two thirds of the exam will reflect the common performance qualifications. Completion of the new AMT performance qualifications is required for this exam. Completion of the rating EOCT is again waived.
 - (b) The November 1999 AVT SWE (4 th exam) will reflect all the new performance qualifications, however, only one third of the exam will be related to the rating (AVT). Of that one third of the exam, one half (1/6th of total exam) will

reflect the former AE performance qualifications, one half (1/6th of total exam) will reflect the former AT performance qualifications. The remaining two thirds of the exam will reflect the common performance qualifications. Completion of the new AVT Performance Qualifications is required for this exam. Completion of the rating EOCT is again waived.

- (2) **AST SWE Guidance:** The May 1999 SWE and subsequent SWEs for the AST rating will reflect all aspects of new performance qualifications as published in Change 10 to reference (e). Completion of the new performance qualifications is required for the May 1999 and subsequent SWEs. The rating EOCT are waived for the 1998 SWEs.
 - (3) **Subsequent (May 2000 and future) SWEs Guidance:** SWEs for the AMT, AST and AVT ratings in the years 2000 and beyond will reflect all of the performance qualifications as published in Change 10 to reference (e). Completion of the rating EOCTs is pending the availability of course material in the summer of 1998 for the SWEs in 2000. The EOCT for AMT and AVT will be waived for the November 1998 and May 1999 SWE. SWE eligibility requirements will be specified in the biannual SWE Competition message.
- d. Aviation Class "A" School Prerequisites: Restructuring the aviation ratings and the related performance qualifications necessitated changes to the "A" School prerequisites and rating qualification scores. In accordance with reference (b), effective 1 October 1997, the following are prerequisites for enlisted members applying for Aviation Class "A" Schools and shall be incorporated in the next change to the Training and Education Manual, COMDTINST M1500.1B.
- (1) **ASVAB Requirements:** The following rating qualification scores apply for the aviation ratings:
 - (a) **Aviation Maintenance Technician (AMT):** AR+MC+AS+EI =213 with minimum AR of 52; or an AFQT score of 66.
 - (b) **Aviation Survival Technician (AST):** VE+MC+AS = 159 with minimum AR of 52; or an AFQT score of 66.
 - (c) **Avionics Technician (AVT):** MK+EI+GS= 171 with minimum AR of 52; or an AFQT score of 66.
 - (2) **Aircrewman Physical Examination Requirements:** Members choosing an aviation rating must pass an aircrewman candidate physical examination in accordance with Chapter 3 of the Medical Manual, COMDTINST M6000.1 (series) before receiving orders to the Airman Program. Applicants may place their name on a rating list

without a completed aircrewman candidate physical examination in accordance with reference (e) but will not receive orders to the Airman Program without an approved aircrewman candidate physical examination.

- (3) Airman Program: Completion of the Airman Syllabus is a prerequisite for Aviation "A" Schools. Members receiving orders as Airman to an air station should immediately order the Airman Course (CG Institute Course Code 0600) and the Search and Rescue (SAR) Aircrew Basic Course (CG Institute Course Code 0440) from their Education Officer. Personnel will not receive TAD orders to "A" School until completion of the Airman Program is ensured.
 - (4) AST Rating Prerequisite: Effective 1 January 1999 members desiring to place their name on the AST rating list must first pass a standard swim test. The swim test involves completing a 400-yard swim in a maximum time of 11 minutes without the use of flotation devices or swim fins. Any Commissioned Officer or CPO can administer the swim test at any swimming facility measuring 25 yards in length. Successful completion of the swim test shall be noted in the remarks section of CG-5286.
- e. Aviation Class "A" School List: The five aviation class "A" school lists were merged in the Spring of 1998 to reflect the new rating structure. Personnel failing to complete the Airman Program and/or Class "A" school will be reverted to their previous path of advancement (SN or FN) per reference (a).
 - f. New Aviation Class "A" School Curricula: Effective 1 October 1998, all aviation Class "A" schools will be instructed under the new rating curricula.
 - g. Airman Program: Approximately four months prior to an aviation class "A" school convening, personnel on the AMT, AVT and AST Aviation Rating Lists should anticipate PCS orders to a Coast Guard Air Station based on projected available billets, proximity to previous unit, service needs and member's desires. The individual will be placed in a Training Allowance Billet (TAB) upon arrival, enrolled in the Airman Program and assigned to the unit's engineering department. The unit Educational Service Officer (ESO) will provide each member with the Airman Program Training Package. Engineering Administration is responsible for monitoring airman and will document progress in the member's training record no later than the first week of every month. At the three-month evaluation, the engineering staff will carefully review the member's potential for completion of the Airman Program and retention in aviation. If applicable, the unit Commanding Officer will notify CGPC-epm-2 by message of member's disenrollment from the Airman Program and the disenrolled member will receive orders, based on service need, as a SN or FN. Units must notify Commandant (G-SRF) of member's completion of Airman Program. Upon written notification, the member will be placed on the appropriate Class "A" school convening list. Further guidance is

provided in Chapter 6 of the Aeronautical Engineering Maintenance Management Manual COMDTINST M13020.1(series).

- h. Apprentice Program Policy: The Aviation Workforce Structure Study (AWSS) recommended and the Commandant approved the establishment of an Apprentice Program for the aviation ratings. The program is designed to further the professional growth of newly graduated aviation class "A" school students and ultimately reduce the overall time required for an entry level technician to attain proficiency in his/her rating skill sets. The Apprentice Program will also facilitate the completion of the E-5 Performance Qualifications and position the member for participation in their SWE competition. Further guidance is provided in Chapter 6 of the Aeronautical Engineering Maintenance Management Manual, COMDTINST M13020.1(series).
- i. Non-Resident Courses for the New Aviation Ratings: Effective 1 January 1999, all non-resident courses ordered from the Coast Guard Institute will be based on the newly established aviation ratings.
- j. Aviation Performance Qualifications: The Performance Qualifications are the foundation for each enlisted rating. "A" School curricula, non-resident courses, and the rating's SWEs are all derived and founded in the rating's performance qualifications. Change 10 to the Enlisted Qualifications Manual, COMDTINST 1414.8, reflects new performance qualifications for the new aviation ratings. These qualifications were approved and published in February 1997.
- k. Aviation Qualification Codes: Effective 1 January 1999, all aviation class "C" school training will be tracked under the new qualification codes listed in enclosure (1). The new aviation qualification codes will appear in the next change to the Enlisted Qualification Codes Manual, COMDTINST M1414.9. In conjunction with the aviation rating restructuring initiative and 4-A-1(b) of the Personnel Manual, COMDTINST M1000.6 (series), CGPC-epm will give primary consideration to member's aircrew and training qualifications as a needs of the Service criteria for PCS assignment. In cases of individuals having similar qualification, 4-A-2(e) applies.
- l. Air Station Staffing Standards: Revised Air Station Staffing Standards and Personnel Allowance Lists (PALS) have been developed and will be published under separate correspondence.
- m. Rating Designation: Effective 1 January 1999, all Coast Guard instructions, notices and manuals should reflect or refer to the new ratings by their correct title.
- n. Uniforms: The aviation rating restructuring will not affect any Coast Guard uniforms with exception of the new rating insignia. Effective 1 January 1999, the new aviation ratings of AMT and AVT will wear the AD and AT rating badges as their respective designators.

- o. Recruiting: The descriptions of duties for each of the new aviation ratings have been published in change 10 of the Enlisted Qualifications Manual, COMDTINST M1414.8 and should appear in the next change to the Recruiting Manual, COMDTINST M1100.2. Recruiting Offices should refer to the Enlisted Qualifications Manual until changes to affected manuals are completed.

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Encl: (1) Aviation Workforce Restructuring Qualification Codes

N. SPECIAL SERIES SPECIALIZED TRAINING QUALIFICATION CODES

(AVIATION RATINGS)

Aviation Special Series Qualification Codes

| | | C130 | RGB | C4 | U25 | H60 | C20 | H65 |
|------------------------|---|------|-----|----|-----|-----|-----|-----|
| Aircrew Qualifications | | 0 | 1 | 4 | 5 | 6 | 7 | 8 |
| Dropmaster | A | X | - | - | X | - | - | - |
| Loadmaster | B | X | - | - | - | - | - | - |
| Flt Mechanic | C | - | - | X | - | X | X | X |
| Avionicsman | D | - | - | X | X | - | X | - |
| Flt Engineer | E | - | - | - | - | - | - | - |
| Basic Aircrew | G | X | X | X | X | X | X | X |
| AMS | R | X | - | - | X | X | - | X |
| Radio Communication | S | X | - | - | - | - | - | - |
| Navigator | T | X | - | - | - | - | - | - |
| Rescue Swimmer | X | - | - | - | - | X | - | X |
| Sensor Operator | O | X | X | - | X | - | - | - |

Maintenance Technician Qualifications.

The following Qualifications Codes will be assigned after successfully completing the corresponding numbered course listed in enclosure (1) of the Training and Education Manual.

| QUALIFICATION TITLE | QUAL CODE# | AMT | AVT | AST |
|-------------------------------|---------------|-----|-----|-----|
| C-12 COMPASS | 1A | | X | |
| C-130 ELEC. REPAIR | 1B | | X | |
| C-130 INSTRUMENTS REPAIR | 1C | | X | |
| C-130 E-4 AUTO PILOT | 1D | | X | |
| C-130 FCS 105 | 1E | | X | |
| C-130 T56 ENG. ELEC | 1F | X | | |
| C-130 PROPELLER SHOP | 1G | X | | |
| C-130 FLT LINE PROP | 1H | X | | |
| T-56 SHOP | 1I | X | | |
| T-56 LINE MAINT | 1J | X | | |
| GTC-85-71 | 1K | X | | |
| GTC-85-180L | 1L | X | | |
| C-130 FUEL SYS. TECH | 1M | X | | |
| C-130 ENVIRONMENTAL SYS. | 1N | X | | |
| C-130 PNEUD REPAIR | 1P | X | | |
| C-130 FUEL CELL (Lkhd) | 1R | X | | |
| C-130 INTRNL AVI/ELECT (Lkhd) | 1S | | X | |
| C-130 AIR FRAME REPAIR (Lkhd) | 1T | X | | |
| C-130 FUEL CELL (USAF) | 1U | X | | |
| QUALIFICATION | QUAL | | | |

| TITLE | CODE# | AMT | AVT | AST |
|-------------------------------|-------|-----|-----|-----|
| HU25 ELECTRICAL | 2A | | X | |
| HU25 AIR FRAME & ELECTRICAL | 2B | X | | |
| HU25 AVIONICS | 2C | | X | |
| ATF3 BASIC | 2D | X | | |
| ATF3 ADVANCED TROUBLESHOOTING | 2E | X | | |
| H60 AFCS/ELECTRICAL | 3A | | X | |
| H60 AIR FRAME/RTRN & ELECT | 3B | X | | |
| H60 AVIONICS & AFCS | 3C | | X | |
| H60 MANAGERS COURSE | 3D | X | | |
| H60 ROTORTUNER | 3E | X | | |
| H60 T700 ENGINE | 3F | X | | |
| H65 AFCS/ELECTRICAL | 4A | | X | |
| H65 AIR FRAME/PWRTRN & ELECT | 4B | X | | |
| H65 AVIONICS & AFCS | 4C | | X | |
| LTS 101 ENGINE | 4D | X | | |
| H65 ROTOR TUNER | 4E | X | | |
| H65 LTS 101 MANAGERS COURSE | 4F | X | | |
| VC20 MAINTENANCE INITIAL | 5A | X | | |
| VC20 MAINTENANCE REFRESHER | 5B | X | | |
| SPEY ENGINE INITIAL | 5C | X | | |
| VC20 AVIONICS & ELECTRICAL | 5D | | X | |
| VC20 AUTO PILOT | 5E | | X | |
| VC20 ADV. TROUBLE SHOOTING | 5F | X | | |
| VC4 MAINTENANCE INITIAL | 5G | X | | |
| VC4 MAINTENANCE REFRESHER | 5H | X | | |
| DART ENGINE | 5I | X | | |
| APX-72 TRANSFORMER | 6A | | X | |
| APX-100 IFF | 6B | | X | |
| ADL-81/82 Loran | 6C | | X | |
| APN-171 | 6D | | X | |
| 618-M3-VHF | 6E | | X | |
| LTN 72 NAV | 6F | | X | |
| LTN 211 OMEGA | 6G | | X | |
| AN/ARN-151 GPS | 6H | | X | |
| AN/ARC 159 | 6I | | X | |
| COMMSEC (MAINT) | 6J | | X | |
| FLIR | 6K | | X | |
| APS-127 RADAR | 6L | | X | |
| APS-137 RADAR | 6M | | X | |
| AN/ARN-118(V) | 6N | | X | |
| AT AE "B" (AVI-C7) | 6P | | X | |
| QUALIFICATION | QUAL | | | |
| TITLE | CODE# | AMT | AVT | AST |
| QUALITY ASSURANCE USAF | 7A | X | X | |
| TECH PUBS | 7B | X | X | |

Encl. (1) to COMDTINST 5221.1

| | | | | |
|-------------------------------|----|---|---|---|
| USAF TECH PUBS ADVANCED | 7C | X | X | |
| ACMS OPERATOR | 7D | X | X | X |
| ACMS RCM/MGR | 7E | X | X | X |
| AMMIS | 7F | X | X | X |
| SEWING MACHINE | 7G | | | X |
| SOLDERING | 7H | | X | |
| APPRENTICE FUEL SYSTEMS | 7I | X | | |
| LIQ FUEL SYSTEM | 7J | X | | |
| FUEL QA SPEC | 7K | X | | |
| HOBART | 7L | | X | |
| ESSEX | 7M | | X | |
| TENNANT | 7N | X | | |
| WELD INERT GAS | 8A | X | | |
| WELD RECERT | 8B | X | | |
| MACHINE TOOL OPERATOR | 8C | X | | |
| AIRCRAFT COMPOSITE REPAIR | 8D | X | | |
| ADVANCED COMPOSITE REPAIR | 8E | X | | |
| CORROSION CONTROL TECH | 8F | X | | |
| CORROSION PREV ADVOCATE | 8G | X | | |
| NDI TECH (LIQ PENETRANT) | 8H | X | | |
| NDI TECH (EDDY CURRENT) | 8I | X | | |
| NDI TECH (ULTRASONIC) | 8J | X | | |
| A/C ACCIDENT INVESTIGATION | 9A | X | X | |
| A/C ACCIDENT PREVENTION | 9B | X | X | |
| HELO ACCIDENT INVESTIGATION | 9G | X | X | |
| JET ENGINE MISHAP | 9H | X | | |
| FLIGHT ENGINEER (SCHOOL ONLY) | 9J | X | | |
| LOADMASTER (SCHOOL ONLY) | 9K | X | | |
| AIR TRAFFIC CONTROL | 9X | X | X | X |